

Rating Scale and Definitions

Individual Work Outcome Rating Scale Definitions	
<i>Not Applicable (N/A)</i>	Does not currently apply
<i>Unacceptable Performance</i>	Unsatisfactory work outcome
<i>Marginal Performance</i>	Work outcome consistently does not meet some aspects of the stated expectation
<i>Valued Performance</i>	Work outcome consistently meets stated expected performance
<i>Advanced Performance</i>	Work outcome consistently meets and often exceeds stated expected performance
<i>Outstanding Performance</i>	Work outcome clearly exceeds expected performance and affects measurable improvements in organizational performance

Overall Rating Scale Definitions	
Unacceptable Performance	Unsatisfactory work outcomes
Marginal Performance	Work outcomes consistently do not meet some stated expectations
Valued Performance	Work outcomes consistently meet stated expected performance
Advanced Performance	Work outcomes consistently meet and often exceed stated expected performance
Outstanding Performance	Work outcomes consistently exceed expected performance and affect measurable improvements in organizational performance